



**PACE**  
UNIVERSITY

THE DIVISION OF DIVERSITY,  
EQUITY, AND INCLUSION

# ANNUAL REPORT

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**2020 - 2021**

EDITION

**PACE UNIVERSITY**

Division of Diversity, Equity, and Inclusion

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# WHO ARE WE: THE DIVISION OF DIVERSITY, EQUITY, AND INCLUSION

## OUR MISSION

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The Division of Diversity, Equity, and Inclusion is committed to creating and sustaining a welcoming and just campus climate for all members of Pace University through inclusive policies, practices and programming.

## THE OBJECTIVE

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We uphold the University's mission *Opportunitas* by:

- Addressing structural and historical barriers to pursuing and completing higher education
- Advocating for underserved students by increasing access and opportunities
- Educating the campus community on inclusive practices in the classroom and working environments that are equitable, supportive, and affirming of all identities
- Leading and shaping domestic and global dialogues on oppression, violence, and injustice

**PACE** UNIVERSITY

Division of Diversity, Equity, and Inclusion



The Division of Diversity, Equity and Inclusion at Pace University includes the following departments:

- Office of Institutional Equity and Title IX Compliance (NYC & PLV)
- Office of Sexual and Interpersonal Wellness (NYC & PLV)
- Office of Multicultural Affairs (NYC & PLV)
- The LGBTQA Center (NYC & PLV)

## Leading the Division of DEI: Pace University's Chief Diversity Officer

The Division of Diversity, Equity, and Inclusion is led by Pace's first Chief Diversity Officer, Tiffany S.W. Hamilton. Tiffany oversees the university's strategic initiatives around DEI and supervises all of the departments within the division. Working with Enrollment Management, Student Affairs, Human Resources, and other departments at its New York City and Pleasantville campuses, she ensures that Pace University implements best practices for recruitment and retention of students, staff, and faculty.



# 2020 - 2021 Highlights

## from the Division of DEI

Here are a few programmatic highlights from the Division of Diversity, Equity, and Inclusion during the 2020 - 2021 academic year:



**SOCIAL JUSTICE & YOU**

HOSTED BY THE DIVISION OF DIVERSITY, EQUITY & INCLUSION

A 4-week online leadership experience into the practice of social justice. Students will build skills and knowledge focusing on the interconnectedness of diversity, equity and inclusion through virtual workshops and discussions.  
*\*DEI Certification Badge earned upon completion*

JULY 6-30 / MONDAY - THURSDAY / 1 - 2:30 PM EST

Register at [www.pace.edu/deiRSVP](http://www.pace.edu/deiRSVP) by June 19  
*\*Limited seats available!*

**PACE UNIVERSITY**

For more information, check out [www.pace.edu/deibadgeFAQ](http://www.pace.edu/deibadgeFAQ) and contact [deibadge@pace.edu](mailto:deibadge@pace.edu) with any questions!



**OPEN HOLDING SPACE**

Need somewhere to process everything that's going on?

Join Emmett Griffith and Juliette Verrengia, members of the Division of Diversity, Equity & Inclusion, for a virtual dialogue to check in and support one another.

Open to all  
Every Friday at 3pm EST

Meeting ID: 973 1893 4954  
Password: 143924

**YOU MATTER.**  
**LGBTQA CENTER**  
PACE UNIVERSITY NYC



**HEALTHY QUEER Relationships**

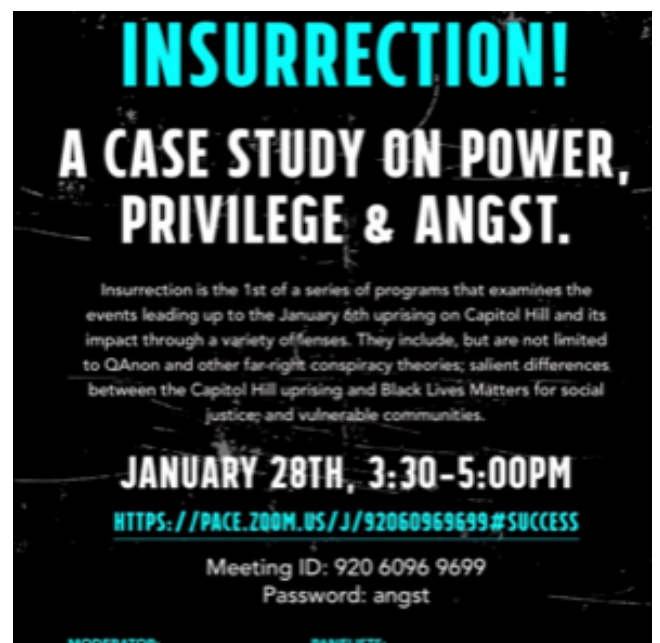
FACILITATED BY JULIETTE VERRENGIA  
FROM THE OFFICE OF SEXUAL & INTERPERSONAL WELLNESS

HEALING FRIDAY  
FRIDAY, SEPTEMBER 11  
12 - 1 PM EST

EMAIL [EGRIFFITH@PACE.EDU](mailto:egriffith@pace.edu) FOR THE ZOOM LINK

**WORKSHOP**

**YOU MATTER.**  
**LGBTQA CENTER**  
PACE UNIVERSITY NYC



**INSURRECTION!**

**A CASE STUDY ON POWER, PRIVILEGE & ANGST.**

Insurrection is the 1st of a series of programs that examines the events leading up to the January 6th uprising on Capitol Hill and its impact through a variety of offenses. They include, but are not limited to QAnon and other far-right conspiracy theories; salient differences between the Capitol Hill uprising and Black Lives Matters for social justice; and vulnerable communities.

**JANUARY 28TH, 3:30-5:00PM**

[HTTPS://PACE.ZOOM.US/J/92060969699#SUCCESS](https://pace.zoom.us/j/92060969699#SUCCESS)

Meeting ID: 920 6096 9699  
Password: angst

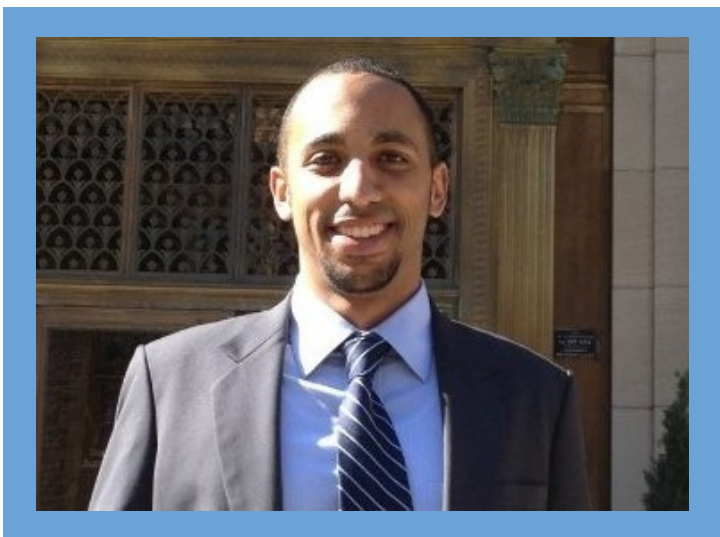
**MODERATOR:**      **PANELISTS:**

# THE OFFICE OF INSTITUTIONAL EQUITY AND TITLE IX COMPLIANCE

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The Office of Institutional Equity and Title IX Compliance aids in the implementation of the University's commitment to equal opportunity, affirmative action, and diversity.

This office ensures campus compliance with Federal, State, and Local laws pertaining to non-discrimination and affirmative action.



**Bernard Dufresne**  
He/Him  
Executive Director, Office of  
Institutional Equity/Title IX  
Compliance



**Jordy Mensah**  
He/Him  
PT Assistant, Office of  
Institutional Equity/Title IX  
Compliance

# THE LGBTQA CENTER

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**PACE**  
UNIVERSITY

LGBTQA+

The Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Asexual, and Ally (LGBTQA) Center at Pace University exists to create campus environments that are inclusive and supportive of student, staff, and faculty diversity in the areas of sexuality and gender identity/ expression. The office promotes identity expression and exploration on all levels for all members of Pace University through advocacy, education, student leadership opportunities, programming, and a commitment to social justice.



# THE LGBTQA CENTER STAFF

The LGBTQA+ Center has a dedicated group of 6 staff members who collaborate to provide programs, resources, and services to the LGBTQA+ and ally community at Pace.



**Emmett Griffith**  
He/Him/His  
Associate Director



**Tasha McCombs**  
She/Her/Hers  
Graduate Intern



**Alex Looker**  
He/They  
Student Assistant



**May Minard**  
She/Her/Hers  
Student Assistant



**Mengwe Wapimewah**  
She/Her/Hers  
Student Assistant



**Anthony Incristo**  
He/Him/His  
Student Assistant



## EVENTS & PROGRAMS

The LGBTQA Center has a variety of programs and events from weekly discussion groups, like Out to Lunch, to our annual leadership retreat, like Q- Camp!

THE LGBTQA CENTERS PRESENT...

### QUEER MOVIE MONDAY

A MONTHLY LGBTQ+ MOVIE NIGHT  
All NYC & PLV students welcome!

THE FIRST MONDAY OF THE MONTH  
7 PM EST

Meeting ID: 924 8144 7674  
Password: lgbtqfilm

FEBRUARY 1  
MARCH 1  
APRIL 5






### OUT TO LUNCH

VIRTUAL LUNCH & LGBTQ+ DISCUSSION

EVERY TUESDAY  
12-1 PM EST  
\*Open to NYC & PLV students!

Meeting ID: 939 7977 1833  
Password: queerlunch




### T-TIME

A DISCUSSION GROUP FOR TRANS, NON-BINARY & GENDER NON-CONFORMING STUDENTS  
\*Open to TGNCNB NYC & PLV students

WEDNESDAYS 12-1 PM EST

Meeting ID: 959 2377 9236  
Password: TGNCNB

ALLY DAYS  
(space open to cisgender allies)  
February 3  
March 3  
April 7




### QTPOC HANGOUTS

February 18  
March 18  
April 15

Monthly casual meet and greets for LGBTQA+ Students of Color!

7 PM EST

Meeting ID: 918 6867 7414  
Password: QTPOC

Contact nmccombs@pace.edu with any questions!  
\*Open to NYC & PLV QTPOC Students





## HEALING FRIDAY

Join the LGBTQA Centers for weekly reflection, mindfulness, self-care strategies, conversations, community & more!



Meeting ID: 975 1378 5172  
Password: healing

\*Open to all NYC & PLV students!

EVERY FRIDAY FROM 12 - 1 PM EST



## LOUNGE HOURS

Due to COVID-19, the LGBTQA Center offered virtual lounge hours for connection and community. Including Wednesday Coffee Chats with Emmett, Thursday Virtual Games with Tasha, and 30 Minutes of Good on Fridays with SAs Mengwe and Anthony.



**LGBTQA CENTER**  
**VIRTUAL LOUNGE HOURS!** 

**WEDNESDAYS 10 AM**  
**COFFEE CHATS WITH EMMETT**   
Virtual office hour with Associate Director, Emmett Griffith!

**THURSDAYS 3:30 PM**  
**VIRTUAL GAMES WITH TASHA**   
Come hang and play games with Grad Intern, Tasha McCombs!

**FRIDAYS 11 AM**  
**30 MINUTES OF GOOD**  
**WITH CENTER STAFF**   
What's good? Come share & hear about good things!

 **Meeting ID: 980 4328 6609**  
**Password: community** 

## DISCUSSION GROUPS

### Out to Lunch

*Tuesdays*

12:00 p.m. - 1:00 p.m.

A weekly discussion of various LGBTQA topics, ranging from media representation to queer history to current activism, alongside a free lunch for students. Open to everyone!

### T-Time (T-Time Ally Day)

*Wednesdays*

12:00 p.m. - 1:00 p.m.

A weekly discussion group for transgender and gender non-conforming college students, offering conversations, community, advice, and support.

\*This group is closed to trans and GNC students, except for the first Wednesday of every month, which is open to everyone for a discussion on trans allyship.

### Healing Friday

*Fridays*

12:00 p.m. - 1:00 p.m.

This group invites students to engage in self-care through art, meditation, reflection, workshops, community, conversations, and more. Healing Friday is open to everyone!

# LGBTQA Center Highlights!

Some moments from 2020 - 2021...

LGBTQA CENTERS & SDACA PRESENT

**DRAG QUEEN BINGO**

HOSTED BY



**SHEA COULEE**

WINNER OF RU PAUL'S DRAG RACE - ALL-STARS 5

September 17th | 6 PM to 8 PM

Pre-Registration Required

Virtual Tickets Available at [www.Pace.edu/Tickets](http://www.Pace.edu/Tickets)



P.A.C.E. BOARD X LGBTQA+ CENTER PRESENTS:

**DAY 2 UNLEASHED WITH LAVERNE COX**

WED. 4/14 @9:00 VIA ZOOM

RESERVE FREE TICKET AT [PACE.UNIVERSITY.COM](http://PACE.UNIVERSITY.COM)

JOIN OUR MODERATED Q&A WITH LAVERNE!



FOLLOW US @SPACEBOARDNYC

PAID FOR BY SAF



**COMING OUT**

DEBUNKING MYTHS & SHARING LIVED EXPERIENCES

FRIDAY, OCTOBER 9 @ 2 PM EST

MEETING ID: 963 2932 5468  
PASSWORD: 535827

FEATURED ALUM & STAFF PANELISTS:



JAY BRADFORD  
HE/THEY



SYDNEY TISCH  
SHE/THEY/HE



TASHA MCCOMBS  
SHE/HER



ERICA CONNERNEY  
SHE/HER



SUEDE GRAHAM  
HE/HIM



FOR MORE INFO, EMAIL [EGRIFFITH@PACE.EDU](mailto:EGRIFFITH@PACE.EDU)



PACE UNIVERSITY'S LGBTQA+ CENTERS PRESENT THE 9TH ANNUAL...

**LAVENDER GRADUATION**

An opportunity to celebrate graduating LGBTQA+ seniors & honor students, staff, and faculty who are committed to LGBTQA+ advocacy at Pace University!

FRIDAY, APRIL 23 AT 2 PM EST

LAV GRAD REGISTRATION: [www.pace.edu/lavgradRSVP](http://www.pace.edu/lavgradRSVP)

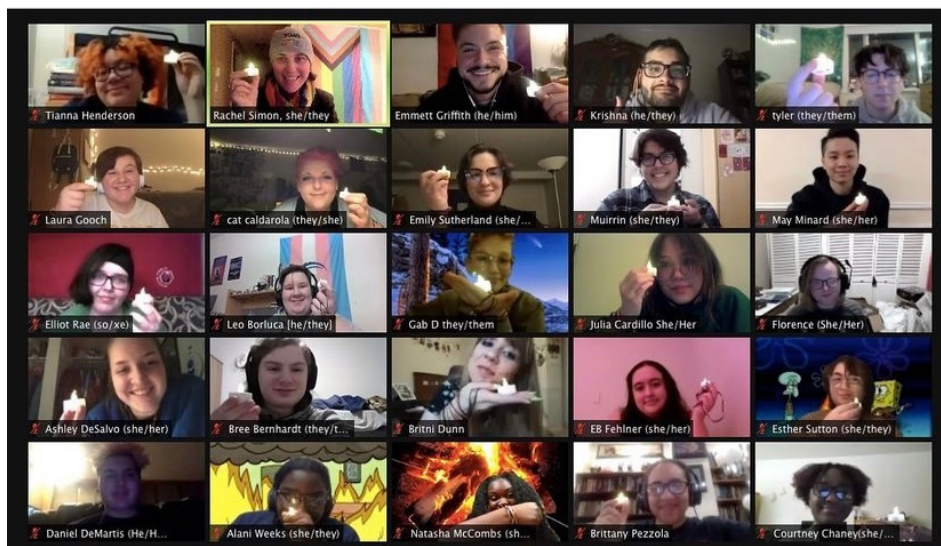


# LGBTQA Center Highlights!

## VIRTUAL Q-CAMP 2021



Typically, Q-Camp unites the New York City and Pleasantville campuses at Camp Mariah in Fishkill, NY for a 3 day leadership retreat for LGBTQ+ students. However, this year we moved the camp to Zoom! Through a multitude of identity workshops, community building activities, and fun! This weekend empowers students to develop leadership skills, challenge their personal growth, and become advocates for change.



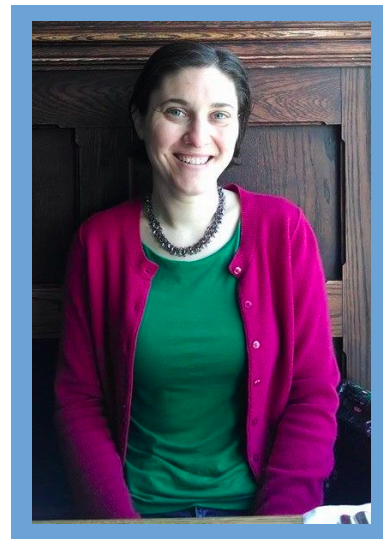
# OFFICE OF MULTICULTURAL AFFAIRS

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At the core of the Office of Multicultural Affairs (ōMA) mission is the commitment to provide opportunities and venues for Pace University and external communities to examine, discuss, debate, collaborate and develop partnerships around themes that perpetuate (un)checked power, privilege, marginalization and social injustices.



Dr. Denise Belen Santiago  
She/Her  
Director of OMA NYC



Rachel Simon  
She/They  
Interim Director of OMA PLV



Geanina Riley  
She/Her  
Student Assistant  
OMA NYC

# oMA 2020 - 2021 Highlights!

**INTERROGATING WHITENESS**  
**On the Path Towards Anti-Racism**  
 Tuesday, October 13 • 3:30-5:00pm  
 REGISTER IN ADVANCE FOR THIS WORKSHOP:  
<https://pace.zoom.us/meeting>

**MAKING CHANGE FROM WITHIN**  
**MONDAY 11/16, 9:00 PM EST**  
 a conversation with Vincent Fields  
**Why work for social justice & change from within government, instead of protesting from the outside?**  
 co-sponsored by BSU, CCAR, Dyson College, Government & Community Relations, oMA, and Pride at Pace.

Zoom ID: 969 3595 9724  
 Password: bsu

**STOP THE HATE**  
 Combating Anti-Asian Violence

A panel conversation on ways to combat the violence against Asians, Asian Americans, Pacific Islanders, people of Asian descent, and anyone targeted by such a malignant force, and to stand in solidarity with victims of racism, xenophobia, and sexism.

**Speakers:**

- Joo Han (Asian American Federation)
- Dr. Ying Wang (Modern Languages and Cultures, Dyson)
- Prof. P. V. Viswanath (Lubin School of Business)
- Dr. Satish Kolluri (Communication Studies, Dyson)

**Moderator**

- Prof. Joseph Lee (History/Global Asia Institute, Dyson)

Tuesday, April 6 | 3:30pm - 4:20pm

Meeting ID: 974 9442 7473  
 Password: 088339

oMA Office of Multicultural Affairs  
 PACC

Sponsored by BSU & OMA PLV

**BLACK EXCELLENCE**

Instagram Activism:  
**Keeping it Black, Backed, & Brief w/ Lynae Vance of Parking Lot Pimpin'**

**BLACK GIRLS ROCK!** February 22nd, 9 p.m. EST  
 Zoom ID: 933 6759 3259  
 Password: Black

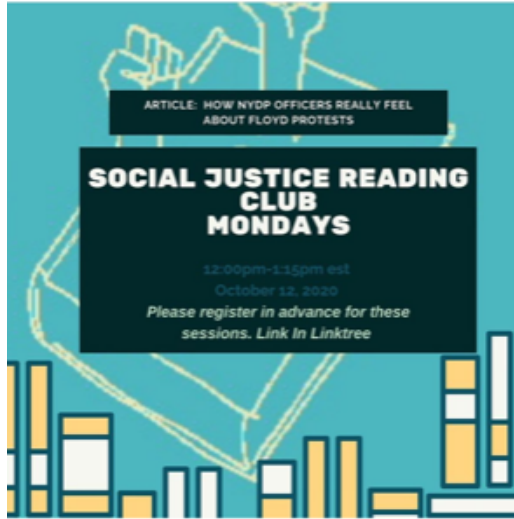
SAY IT LOUD  
 I'M BLACK AND PROUD

## Stop the Hate:

A panel conversation on ways to combat against Asians, Asian Americans, Pacific Islanders, people of Asian descent and anyone targeted by such a malignant force and to stand in solidarity with victims of racism, xenophobia, and sexism

# Programming and Community

## DISCUSSION GROUPS



### Justice Podcast Wednesdays

Wednesday's at 12:00 p.m. - 1:00 p.m.

A weekly program where students, staff and faculty listen to a podcast (prior to attending) and have engaging conversations around social justice, politics, pop culture and more!



Thursday's at 3:30 p.m. - 4:30 p.m.



# OFFICE OF SEXUAL & INTERPERSONAL WELLNESS

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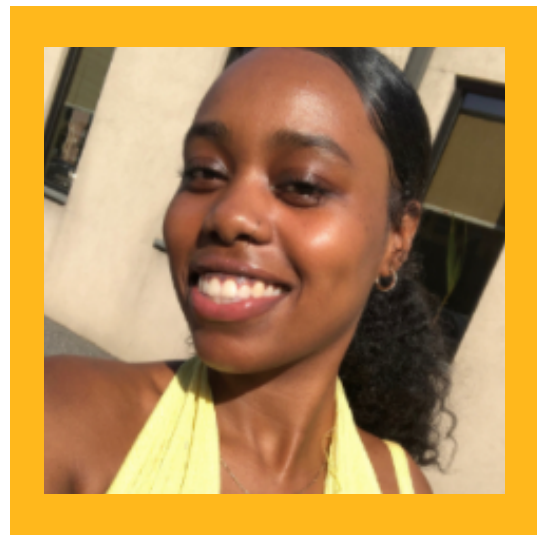
The Office of Sexual and Interpersonal Wellness (OSIW) provides guidance for the Pace community on issues of sexual misconduct, including sexual assault, unhealthy or abusive relationships, harassment, exploitation, and related experiences. OSIW supports current students who are or have been impacted by sexual misconduct and develops on-campus violence prevention initiatives, educational workshops, and a variety of events for the community.

The office is directed by specialist, Juliette Verengia, who is a licensed social worker with varied experience working on issues of sexual violence, dating violence, and mental health. She is a confidential resource for student.



Juliette Verengia  
She/Her

Interpersonal Violence Prevention  
& Education Specialist



Tiara Thomas  
She/Her

OISW Graduate Assistant



## OSIW WORKSHOPS



**DEEP DIVES:** A monthly discussion group hosted by PAASA on different topics regarding sexual and interpersonal wellness.

A program hosted by OSIW and friends, sharing best practices on how to have healthier behaviors in relationships both romantic and platonic.



# OSIW 2020-2021 Highlights!

OSIW has various educational programs from honest conversations about sex, consent, and relationships to guided meditations!

Check out these highlights!

THE OFFICE OF SEXUAL AND INTERPERSONAL WELLNESS IS BRINGING PLANNED PARENTHOOD TO PACE FOR A REAL SEX TALK WORKSHOP!

Planned Parenthood of New York City



Real Sex Talk

All Pace students are welcome!

Wednesday 3/24 @ 5:00pm

Meeting ID: 955 4465 7790  
Password: realtalk

OFFICE OF SEXUAL AND INTERPERSONAL WELLNESS

## HUMAN TRAFFICKING

APRIL 13  
3:30-4:30

Learn more about human trafficking indicators, media influence, and more from Dr. Valentine, a researcher in the field and a Professor here at Pace.


Meeting ID- 948 1650 1283  
Password- 96891

## PAASA MEET & GREET

Meet your confidential resources  
Learn about the Office of Sexual and Interpersonal Wellness  
Hear about the upcoming PAASA hiring process, beginning at the end of February!

1/27 at 12:15PM

[HTTPS://PACE.ZOOM.US/J/91605860457](https://pace.zoom.us/j/91605860457)  
MEETING ID: 916 0586 0457  
PASSWORD: 379066



Office of Sexual and Interpersonal Wellness

## MEDITATION MONDAYS

Join us for a 20 minute guided virtual meditation  
Every Monday in September at 12:30pm EST  
\*starting August 31st

# Training & Education

Through training such as Safe(r) Zone, Trans 101, Bystander Intervention & Active allyship the Division of DEI trained over 3,000 students, staff and faculty.

1,067 people  
trained by  
LGBTQA Center

930 people  
trained by  
oMA

Total for 2020-21  
3,104 Trained!

1107 people  
trained  
OISW



# Student Leadership

## within the Division of Diversity, Equity, and Inclusion

The Division of DEI strongly supports and advocates for student leadership opportunities. During the 2020-2021 academic year, we had 4 peer education programs: the DEI Peer Facilitators, PAASA, FIRE, and the Queerleaders.

### The DEI Peer Facilitators

The DEI Peer Facilitator program is a newly established peer education program within the Division of DEI. The most essential role of the DEI Peer Facilitators is to promote the psychological and social wellbeing of a diverse student body at Pace through ongoing peer-to-peer communication on diversity and social justice issues.



8

DEI PEER FACILITATORS

### PAASA & FIRE

Each year, student leaders are hired by the Office of Sexual and Interpersonal Wellness. PAASA (Peer Advocates Against Sexual Assault) is the peer education group on the NYC campus and FIRE (Fighting Ignorance and Rape through Education) is on the Pleasantville campus. Peer educators lead events, conduct workshops, and raise awareness for the office. They are also confidential resources and meet individually with students who have been impacted by sexual misconduct. Hiring typically begins around March in the Spring semester.



7

FIRE MEMBERS

5

PAASA MEMBERS

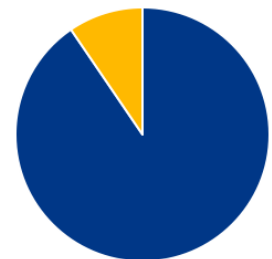
PAASA AND FIRE MEMBERS WORKED WITH

21

STUDENTS TO PROVIDE CONFIDENTIAL SUPPORT

2

PLV STUDENTS



19

NYC STUDENTS

20

ON THE PLV CAMPUS FIRE HOSTED

14

EVENTS

ON THE NYC CAMPUS PAASA HOSTED

16

EVENTS

# Student Leadership

within the Division of  
Diversity, Equity, and Inclusion

## The Queerleader Program

The Queerleader Program is the LGBTQA Center's student leadership program with a peer education component. Queerleaders attend monthly training focused on LGBTQ+ issues, social justice education and leadership development. They learn the presentation skills and curriculum content necessary to present the Center's educational trainings to the Pace community.

### 7 QL Core Competencies

- 1) Social Justice, Diversity, & Identity Awareness
- 2) Facilitation & Communication Skills
- 3) Responding to Difference & Conflict
- 4) Advocacy, Allyship, & Creating Change
- 5) Self-Development & Personal Growth
- 6) Group Development & Community Building
- 7) Leadership Frameworks & Dispositions



DURING THE 2020-21  
ACADEMIC YEAR, THE  
LGBTQA CENTER NYC  
WORKED WITH

# 23

QUEERLEADERS

## Reflections from Queerleaders

"The QL program has given me the opportunity to be my truest self not only in this space, but in a leadership role as well. I have become more open with my identity and I have brought my knowledge from this space to the other spaces in which I am a leader. The intersectional education I have received in this program is unparalleled and continues to influence me in all of my roles."

"The Queerleader program has taught me that growth never ends, and there's always new things to learn."

"This community is always full of love and acceptance."

"I am able to use these skills in real life, educating people like my boss and my friends and it's really cool."

# Student Leadership

within the Division of  
Diversity, Equity, and Inclusion

## Employment and Internships

In addition to student leadership programs, the Division of DEI also employs and works with undergraduate and graduate students as student assistants, volunteers, interns, and externs across departments.



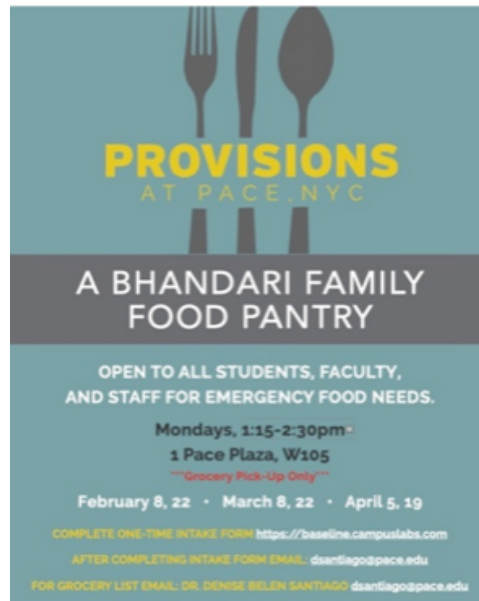
# Non-Discrimination Policy

The University is strongly committed to maintaining working and learning atmosphere that is free from unlawful discrimination, harassment and retaliation. The University is also an equal opportunity employer that is strongly committed to making all personnel decisions without regard to actual or perceived sex, gender or gender identity; race; color; national origin; religion; creed; age; disability; citizenship; marital or domestic partnership status; sexual orientation or affectional status; genetic predisposition or carrier status; military or veteran status; status as a victim of domestic violence, sex offenses or stalking; or any other characteristic protected by law federal, state or local law, rule or regulation.

All University employees, supervisors, administrators, officials, faculty members, students, and applicants, as well as everyone with whom the University does business (e.g., outside vendors, consultants, contractors) are prohibited from engaging in unlawful discrimination and/or harassment based on any of these protected characteristics. Inquiries concerning the application of Title IX and implementing regulations, as well as inquiries concerning the application of the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, and Title VI of the Civil Rights Act, may be referred to the Executive Director of Title IX Compliance and Title IX Coordinator, Bernard Dufresne, (212) 346-1310, 163 William Street, 10th Floor, Rm. 107, New York, NY 10038 or Assistant Secretary for [Office for Civil Rights](#).

# BHANDARI FOOD PANTRY

Provisions: A Bhandari Jain Food Pantry is open twice monthly to all students, staff, and faculty that are food insecure. Now in its second year and led by oMA Director Dr. Denise Santiago, Provisions gained momentum when COVID-19 took hold. Despite the limited number of students in residence halls and faculty / staff on campus, participation continued to grow.



# 219

TOTAL REGISTERED GUESTS

# 40

AVERAGE MONTHLY  
RECIPIENTS



“I want to thank you so much for this. It means a lot during these times.”

“I greatly appreciate you doing this for us. My gratitude is genuinely unspeakable.”



# The Division of Diversity, Equity, and Inclusion 2020 – 2021 Staff



Visit <https://www.pace.edu/doie> to learn more!

Tiffany Hamilton (she/her)  
Chief Diversity Officer  
thamilton2@pace.edu

Bernard Dufresne (he/him)  
Executive Director, Office of Institutional Equity/Title IX Compliance  
bdufresne@pace.edu

Dr. Denise Belen Santiago (she/her)  
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dsantiago@pace.edu

Emmett Griffith (he/him)  
Associate Director, LGBTQA Center (NYC)  
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Juliette Verrengia (she/her)  
Interpersonal Violence Prevention & Education Specialist  
Office of Sexual and Interpersonal Wellness  
jverrengia@pace.edu

Rachel Simon (she/her ; they/them)  
Interim Director of the Office of Multicultural Affairs (PLV)  
rsimon@pace.edu

## **PACE** UNIVERSITY

Division of Diversity, Equity, and Inclusion